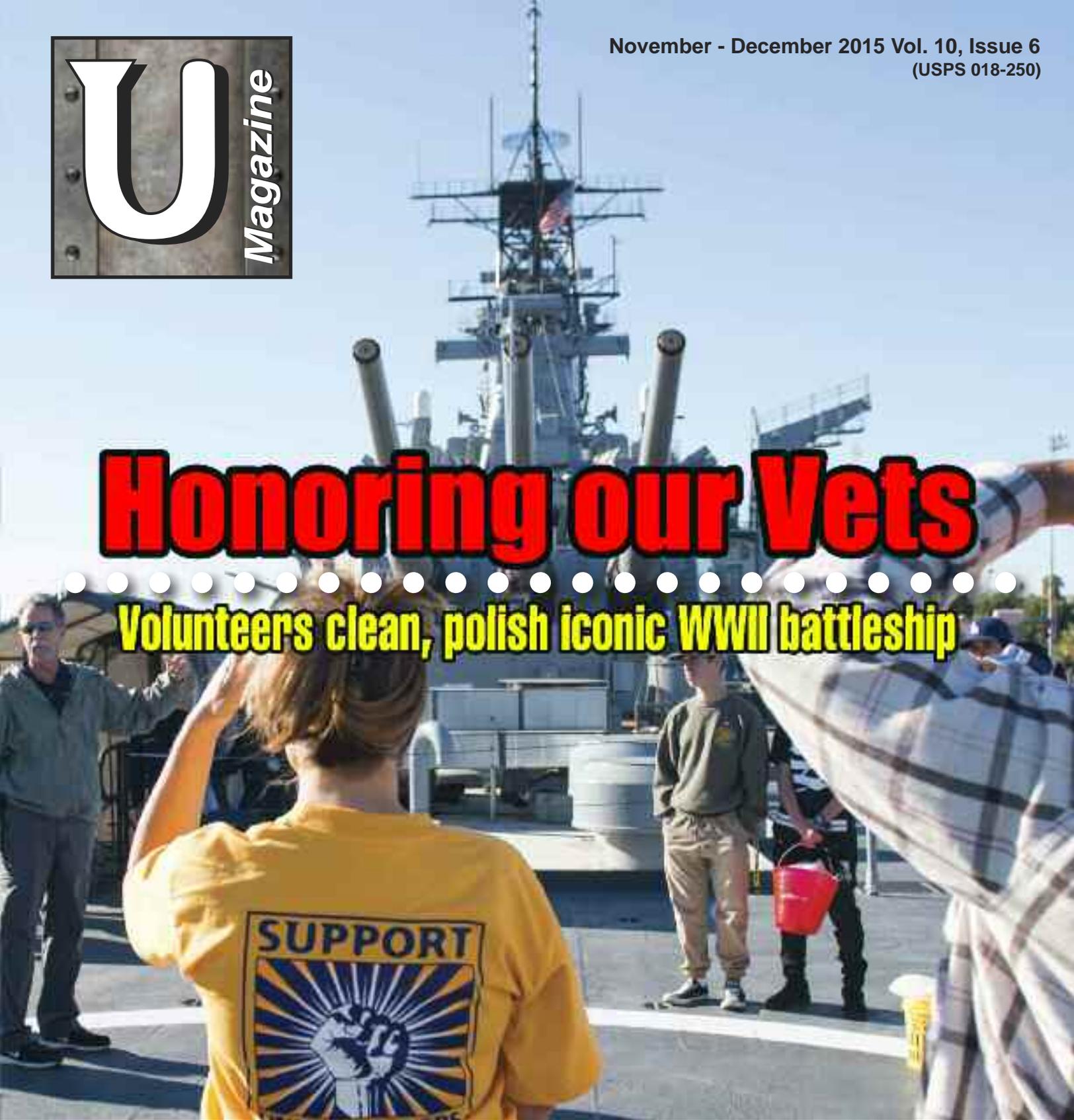


Honoring our Vets

Volunteers clean, polish iconic WWII battleship



Cops & Robbers

Civil disobedience at El Super protest rally results in several arrests as things heat up for El Super.



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Listen & Learn

Stewards from Kaiser Permanente gather to sharpen skills in all day training session.



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Meet & Greet

Say hello to some of the members along Union Rep Kristen Ashe's route in new Umagazine feature.



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Looking for fun and friendship?

As a member of Local 324 you are welcome to participate in many of our activities. For information please call: Lou Cruz (714) 325-2847 or Diana Eastman (714) 528-6720

Join the Retiree's Club!

Editor: Todd Conger
Asst. Editor: Mercedes Clarke



UNION OFFICE HOURS
8 a.m. to 5 p.m.
Monday-Friday

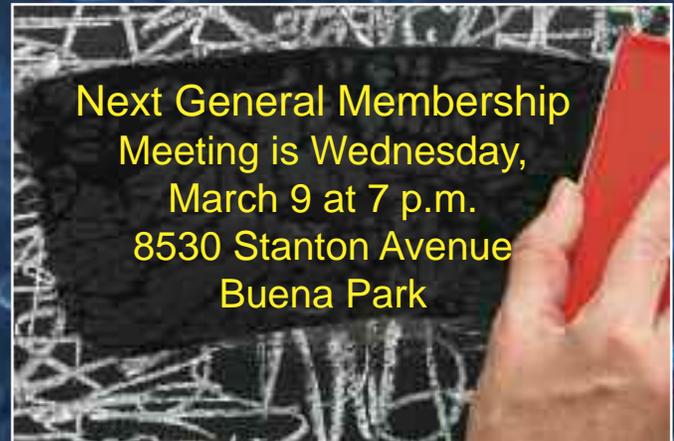
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Withdrawal Card Request

Change of Address Form

Member's name: _____

SSN: _____ DOB: _____

Address _____

City _____ zip _____

Phone # _____

email _____

If requesting withdrawal, what was your last day worked? _____

If we don't know where you live or how to reach you, there's no telling what you might miss out on in the future.

U have to tell us!

One of the seven deadly sins is at the root of anti-union sentiment

In America, it sometimes feels like being a union member is like swimming against the tide. How often have you heard someone explain the root of his or her contempt for Organized Labor with the kind of disparaging diatribe that reeks of envy?

"They make too much as it is, and for what, running a box over a scanner? I make less than they do and I have a college degree."

More often than not such statements come from people so devoid of critical thinking skills, intelligent conversation is impossible. Instead of siding with the workers who are attempting to maintain their membership in the middle class, the critic lashes out against those who threaten to advance too far ahead of him.

The critic defines his own success by the number of people at parity with his status. Already self-conscious of his own prominence, he won't support anything that might make him look less accomplished. And this is an all too common reaction on the part of many Americans today. Their knee jerk response to inequality is not to cheer for the side that is being shortchanged by a wealthy employer, but to criticize their attempt to improve their value. It is often the case that our most ardent critics are in the same boat—earning wages that are much less than his employer can afford to pay, but he feels helpless to do anything about it and resents those who have found a solution that he can't.

Fueled by a fear of being left behind, the critic lashes out against workers on a picket line, calling them ungrateful or lazy. They should be satisfied with what they have because, after all, he makes less.

It can be equally disheartening to discover that Americans seem to be alone in clinging to this misguided and ultimately self-destructive doctrine. Other developed countries have a workforce that takes to the streets when the privileged elite showcase their greed with bonuses the same week they lay off thousands.

Unions in other developed countries are often seen as the only true solution to a system that, if left unchecked, will result in a small class of ultra-rich that rules over a sprawling mass of shamefully destitute.

Why is America so alone in this belief system? Because since first grade we have been conditioned to believe that wealth is a respectable goal that is within reach of everyone willing

to work hard for it. Come in early, stay late and don't complain and you too will enjoy the trappings of a spoiled aristocrat.

Some highly intelligent people maintain that this uniquely American concept is the root cause of a collective optimism from which ambition and hard work flourish. Far be it for me to point out that our supposed upward mobility is a myth.

It is promoted by the people who stand to gain the most when society produces an ample supply of employees willing to work tirelessly toward an elusive goal for a minimal reward and a natural inclination to go with the flow. In America living paycheck-to-paycheck is celebrated as "character building." Who can forget President George W. Bush congratulating the woman with three jobs as "Uniquely American, isn't it? I mean that is fantastic that you're doing that."

America is unlikely to admit our limitations anytime soon, for it would be like admitting defeat—another highly un-American trait. And so it goes that safeguarding this myth requires regular maintenance such as ensuring that those few who threaten to advance too quickly are kept in line and in sight.

It reminds me of a joke that is less funny than it is insightful. It involves two fishermen trolling for lobsters. Every lobster is thrown into a giant cauldron that has no lid. One of the fishermen, a rookie, turns to the other with alarm and says, "We have to cover that pot. The lobsters are piling on top of each other and are almost to the top. They are going to get out." Unfazed, the veteran fisherman chuckles as he reassures his panicked colleague. "No worries mate. Those are anti-union lobsters. They aren't going anywhere. Once it looks like one of the lobsters is going to climb his way to the top you can bet the others will drag him back down."



President

Greg M. Conger

A handwritten signature in black ink that reads "Greg". The signature is written in a cursive, flowing style.

Squeekey Clean



Local volunteers continue annual tradition

If its your first visit to the imposing behemoth that peacefully rests at the docks of Long Beach Harbor, a common first impression is to be awe-struck by its menace. Even an amateur imagination is bound to wonder what it must have been like to be pursued by such an array of lethal firepower.

A second impression is usually “wow this thing collects a lot of dust.”

For the third consecutive year, the Veteran’s Day sunset caught the legendary warship in that rare light that made its steel skin glisten as if it was commissioned that morning.

The ship’s top to bottom makeover has become an annual event for Orange County’s active Labor community offering participants a unique opportunity to pay tribute to the nation’s veterans.

Armed with oversized sponges, rags and industrial cleaner, a contingent of roughly two dozen volunteers answered the call this year.

As in year’s past, the reasons each volunteer had for devoting a Saturday morning to scrubbing away encrusted mud from the tops of storage lockers varied dramatically.

Some had relatives in the service, others honored family members who died fighting for their country. Some made the trek simply to pay respect to Veterans on a day set aside for that very purpose.

Organizing Director Gilbert Davila said that cleaning the USS Iowa every Veterans Day has a particularly powerful impact on those active in the Labor Movement.

“We can all point to our freedom as the byproduct of the sacrifices made by America’s war vets. But those active in the Labor Movement use those freedoms more often than most,” Davila said. “So keeping this treasure of our history from being fouled by the elements is the least we can do to say thanks.”

Secretary-Treasurer's Report

El Super workers show that not all heroes wear capes and tight bodysuits

I have been privileged during my career with Local 324 to meet many courageous sisters and brothers among our members. The heroes I met this year, on the Wednesday prior to Thanksgiving, stand out as some of the strongest and bravest.

On Nov. 25, close to 100 sisters and brothers, employees of El Super, engaged in a one day unfair labor practice strike. These members were striking over El Super's refusal to bargain in good faith, even after a federal judge ordered them to comply with the labor laws.

At 4 a.m. on Nov. 25, employees established a picket line at the El Super stores in Santa Fe Springs and on Euclid Ave in Anaheim. The employees picketed in front of the stores until closing at 11 p.m. asking customers not to shop that day and stopping deliveries.

Similar lines were established at the 5 other unionized stores in Southern California.

The lines were a huge success and business was down significantly on one of the busiest shopping days of the year. Employees are now back to work but there is no doubt the customers know the truth about El Super's illegal and unfair activity and have sent a message with their one day of support.

These sisters and brothers are truly heroes. The National Labor Relations Act clearly protects their activities but El Super has violated the law so frequently that the fear of the Company committing further unfair labor practices was in the back of everyone's mind. No one knows what outrageous violations El Super may next commit but we do know that our members stood up for their rights and communicated their message.

The battle to obtain a fair and respectable contract for

members at El Super will continue until we are successful. We have sent a strong message both in the U.S. and to the parent company (Grupo Chedraui) in Mexico.

We have had an impact on sales in both countries and community groups everywhere are standing with the workers. The arrogance and inflexibility of this

company is unmatched and we will remain in this fight as long as necessary.

We continue to have picket lines at many of the non-union stores. We encourage all members to stop by one of the picket lines and show your support.

For our grocery store members, the battle to obtain a respectable contract at El Super is extremely important as we approach our contract negotiations in 2016.

Market share is always an issue we face at the bargaining table and this year will be no different. This struggle belongs to all of us, and you can help. For more information about what you can do, please contact your union representative.

I am proud to be a Local 324 member and thankful that I am part of a family that stands strong and united in some of the most difficult situations.

I wish everyone a healthy and peaceful holiday season and new year.



Secretary-Treasurer **Andrea Zinder**



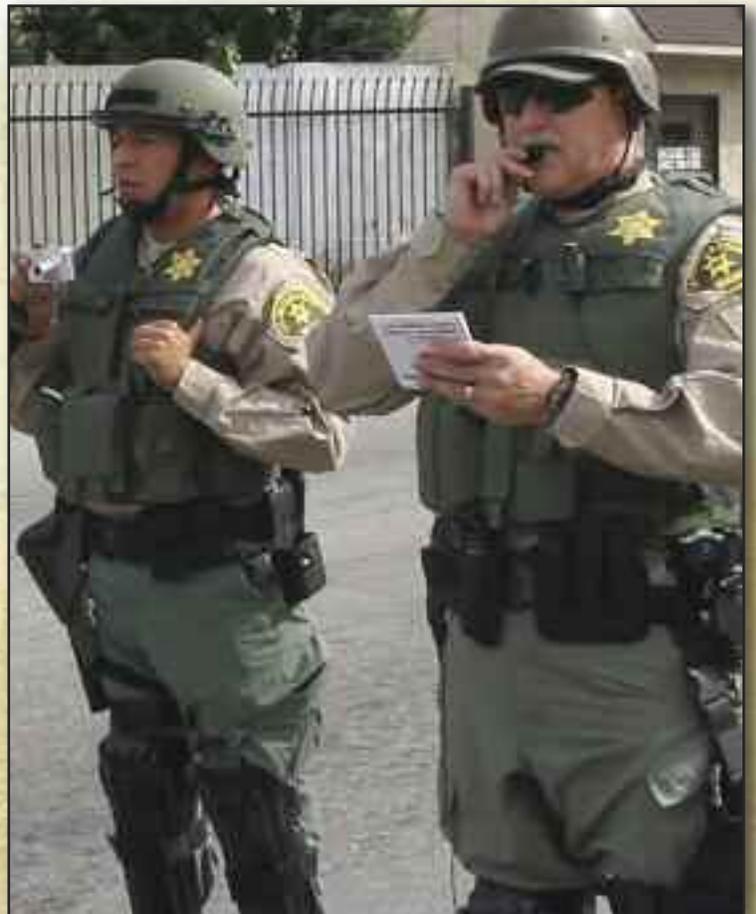
Protestors shut down Param

October 28, 2015

The largest crowd to date showed up outside El Super's Paramount store Oct. 28 to show their support for workers who have demanded a fair shake from management for more than two years. Activists were surprised to discover that the store closed its doors for the day rather than face the scorn of angry marchers. Meanwhile, at the bargaining table two days earlier, El Super maintained its intractable position, refusing to compromise on everything. After taking over a nearby intersection, protestors were disbursed by police. No arrests were made, no injuries or damage reported in the peaceful, yet vocal event.



ount El Super





November 18, 2015

A week before their strike, workers and supporters occupied a public intersection outside an East Los Angeles El Super. Dozens of police in full riot gear made a total of 14 arrests, marking a new turn in the ongoing fight.





EL SUPER WORKERS STRIKE

One-day action aimed at company's bottom line

UFCW members at seven El Super stores demonstrated their anger at management's refusal to negotiate a contract by staging a one-day strike Nov. 25, the day before Thanksgiving.

UFCW officials were hoping to maximize the impact on the company by eating away at a profit margin that was already down as a result of the ongoing dispute.

Members staffed picket lines at all seven union stores from opening to closing, appealing



directly to approaching customers to support their cause and shop elsewhere.

Such appeals clearly had an impact as customers could be seen turning around and leaving the location without entering the store. In addition, parking lots that are usually overflowing with shoppers were half empty at peak hours.

"We have to hit their sales. It's what they listen to," said Samuel Garcia, an 8-year El Super employee in Anaheim.

Another El Super veteran of five years said that the strike was necessary to get management's attention. She said that she and her coworkers needed no convincing to take part in the strike, suggesting they were willing to go much further if necessary, to get the point across.

"We all know how we are being treated," said Juliana Leynez. "It's what we have to do to stand up for our rights."

Details of the strike were kept secret until the morning of the 25th, causing store managers to scramble to find employees at its non-union stores to fill in for strikers

UFCW leaders praised El Super workers for their perseverance and said the day's events prove that they are more than willing to go the distance in the ongoing fight.

"These guys didn't flinch. They mean business," said President Greg Conger. "I've heard from more than a few of them that this strike is overdue."



Hot Topics

Words of wisdom to help you keep your job

Company Policies Follow the rules and don't take shortcuts

—By Field Director Chuck Adinolfi

Every company that we represent has numerous policies that employees are expected to have read and are required to follow. These policies are handed out from management along with a sign-off page that goes in your personnel file. These policies may vary by department and some such as time and attendance, dress code may apply to all employees.

Most of our members may be familiar with the policies that apply to their normal duties, but are lost when they are asked to work in other departments to fill in as needed. Some of our members that should be aware of the specific policies relating to their job duties are tempted to take shortcuts due to the limited time scheduled to get the job done. It is extremely important not to guess at what the policy is or to not take shortcuts that are in violation of your company's policies. For instance, sampling product in the service deli/ bakery or marking down damaged or short coded merchandise at a deep discount may be a serious violation.

There are policies regarding the purchase of merchandise (other than for your break) while on a break and also for setting products aside in the back room for a later purchase. Accepting free merchandise from a vendor or keeping coupons that were left behind is also a violation. There are many safety policies that are specific to slicers, grinders and saws that may require safety gloves or specific training. Proper procedures for completing sweep logs or temperature logs must be followed, and continue to

be a source of discipline for any violation of the policy. These are just a few of the many policies that our members are expected to know and follow.

Members are disciplined, suspended and terminated every day for violating company policies that they were expected to know and follow. When you are given a policy to read and sign, make sure that you are given ample time to read it before signing it. You have the right to sufficient time to do this before signing off that you have read and understand it.

For instance, if you are handed a document while in the check stand and you feel that you are being rushed, ask to wait until you can thoroughly read it without distractions. Ask questions if you are not sure. If you are asked to perform work that is new to you, let the manager know that you have not been trained and that you are not familiar with all the policies related to that job. Don't guess or don't be embarrassed to ask your manager for guidance or direction when you are not sure what the policy is.

Don't take shortcuts around company policies just because you are short on time. It would be better for you to protest a written warning for missing a sweep or forgetting to take a required temperature than to be faced with a possible termination for falsifying a company document.

Many employers reissue company policies at the beginning of the year with changes. Make sure to pay attention, read and understand the policy before signing. It just may save your job someday.



TRAVEL



With the Retiree's Club!

The UFCW 324 Retiree's Club plans a lot of trips during the year that you should join in on. Many trips to casinos, close and far off destinations, and resort trips. Here are a few coming up!

Viejas Casino & Resort- February 10-11, 2016

South Pacific Wonders- April 5-19, 2016

New trips are being added all the time. Check out the website for more info.

www.ufcw324.org/retiree_club.aspx



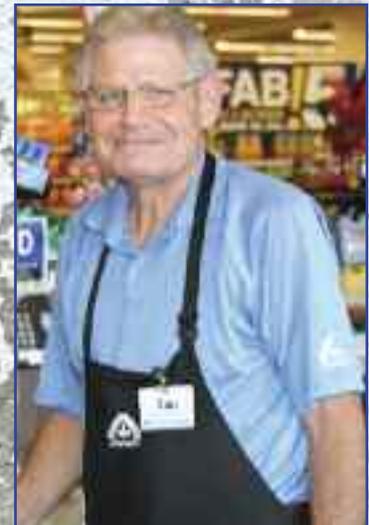


REPRESENTIN'

Union Representative Kristen Ashe

This issue marks the beginning of a new feature in Umagazine we call "Representin." The concept is simple. Every issue will focus on a different Union Rep and include snapshots of some of the members they serve.

So when you see our photographer wandering around your worksite don't throw him out while yelling cameras are not allowed. Instead, invite them to come a bit closer and smile. You are, after all, representin'.





Happy Holidays

From the staff and Executive Board
of UFCW Local 324

HAPPY NEW YEAR AND BEST WISHES FOR THE HOLIDAY SEASON

Kaiser stewards fine tune their expertise



The Union's Buena Park headquarters was the site of a day-long training session for stewards of Kaiser Permanente Oct. 28.

The event brought together stewards from UFCW locals 1428 and 324 to jointly participate in what has become

standard practice for the group, namely getting together to polish their skills in specific areas. The topics at this session centered around improving interpersonal communications skills.

"Stewards learned how to peacefully arrive at a solution instead of fighting their way there," said Kaiser union liaison Devi Snyder, who helped organize the session. "It could just as easily be titled, *how to talk to management.*"

The breadth of topics for stewards at Kaiser reflects the uniqueness of the Kaiser contingent within the Local.

The fact that they exist at all is largely the result of Union Representative Debbie Watts' ambitious goal of creating a hyper-savvy cadre of stewards knowledgeable enough to handle situations before they escalate to a level that Union representation is required.

Watts spearheaded the effort to create a comprehensive education program for stewards that has ultimately been dubbed the Steward Learning Program.



UNDER CONSTRUCTION

We will be making necessary updates to the General Office and Health Benefit areas of our Buena Park office during the next several months.

We will continue to be open and fully operational during this time. We apologize for any inconvenience this may cause, and thank you for your patience.

*Your Friends at UFCW
Credit Union Wish You a
Merry Christmas and a Happy
and Prosperous New Year*

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PERIODICAL
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What have you done for me **Lately?**



STATS

January-
November
2015

GRIEVANCES FILED 1004
MEMBERS BACK TO WORK 95

BACKPAY COLLECTED:
\$ 372,964.87

UFCW324.ORG

LIVE BETTER
WORK UNION

Happy
Holidays
from
Local 324